

DD/A 76-0971

1 March 1976

MEMORANDUM FOR: Director

FROM : John F. Blake Signed: John F. Blake
Deputy Director for Administration

SUBJECT : Employee Concerns About Fitness Report Evaluations STATINTL

REFERENCE : Memo to DCI fr [REDACTED]
MAG, dtd 23 Feb. 1976; Same Subject

1. I would make one observation and offer two suggestions on the referent memorandum.

2. The matter raised by the Management Advisory Group (MAG) concerning the objectivity of ratings given by supervisors on Fitness Reports is historic and somewhat continuing in nature. Ratings of individuals, by definition, are subjective in nature and I tend to doubt that the nature of man is such that 100 percent objectivity will ever be obtained. This, however, should not deter us from pursuing the goal.

3. I would first suggest that I ask the Directors of Personnel and Training to give me their thoughts on this matter and express their opinion as to whether the "Task Force" recommendation would make a contribution to the problem. Secondly, I would suggest you sign the attached memorandum to the Management Advisory Group informing them of your intent.

Att

Distribution:

Original - DCI
1 - ER

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DD/A:JFBBlake:der (2 March 1976)